



# Capacity Building Assessment Tool for Organizations (CBAT-O) FY25 Results & Reports



Partnering to build brighter futures



Meet Our Team!

# Learning Objectives



Review reports participating organizations/agencies received via email including CBAT-O reports



How to understand CBAT-O results



Go over CBAT-O post assessment next steps



Q & A Section



**THANK YOU!**

*For your participation and engagement*



# CBAT-O Data Overview for FY25

## Total Service Providers Participation

- 3,273 Total Participants
  - 1,553 Direct Service Providers
  - 600 Non-Direct Service Providers
  - 563 Supervisors
  - 337 Directors
  - 220 Senior Leadership

Total Unique Organizations: 184

Average Score Across IL: 100.82  
Median Score Across IL: 101.84

# Email from ICOY's Trauma Initiatives Team

- Participating organizations, should have received CBAT-O results as of January 27, 2025.
  - Did not receive an email? Please email **trauma\_initiatives@icoyouth.org** to receive a copy.
  - Please make sure our team's inbox is not blocked by your email.
  - Please check junk and spam folders!
- This email contains 3 PDF attachments: 1. CBAT-O Final Scored Report. 2. TSEC Final Report 3. CBAT-O Comments Section Report
- Email also includes information on recommended Trauma-Informed Care trainings based on areas of growth/lowest scored category.
- CBAT-O Feedback Survey:  
<https://icoyouth.typeform.com/to/D4Tu0pIh>





# CBAT-O Final Scored Report

- Includes organization name and total organizational score
- Maximum Score 136
- Breakdown of averages by IDHS program, staff level, and categories of the CBAT-O
- Each category has its own average
- Includes footnote on Not Applicable multiple-choice questions.



## Capacity Building Assessment Tool for Organizations Assessment (CBAT-O) Final Scored Report

<Organization Name>

### Article I. Purpose of Report

The purpose of this report is to provide an analysis of any change experienced by «Agency\_Name» since completing the CBAT-O last fiscal year and engaging in ICOY's Trauma Training Series. This change is determined using the CBAT-O as a measurement. The report will begin with an overview of the assessment for context of the results. Next, there will be a summary of the demographic information representing agency participation by program, staff-level, etc. Lastly, the report will include an in-depth analysis of final score.

Please note that being trauma informed is a *continuous process* that requires ongoing training and program evaluation. The feedback and score provided in the post-assessment report are valid for **one year**.

Questions regarding the results of the CBAT-O can be directed to ICOY's Senior Trauma Specialist Gabriela Zamora at [gzamora@icoyouth.org](mailto:gzamora@icoyouth.org) and/or Director of Trauma Initiatives Jocelyn Vega at [jvega@icoyouth.org](mailto:jvega@icoyouth.org).

### Article II. Assessment information & Background of CBAT-O

The CBAT-O was developed over 10 years ago through a grant with Substance Abuse and Mental Health Services Administration (SAMSHA) to help agencies become more trauma informed. Since that time, ICOY has worked to advance the tool to be more user friendly and inclusive of the multiple organizational aspects of trauma-informed care. The assessment consists of nine sections:

- ◇ Trauma Sensitive Environment Checklists
- ◇ Organization Structure
- ◇ Policies and Procedures
- ◇ Supervisor Practice and Support
- ◇ Staff Practice
- ◇ Leadership
- ◇ Training
- ◇ Cultural, Historical, Gender and Sexuality Responsiveness



- IDHS Program Averages
- Non-IDHS Program Staff
- Staff Level Averages
- CBAT-O Category Averages

Section IV.2 Average Score by Organization Program

| Program  | Average Score |
|--|---------------|
| Comprehensive Community-Based Youth Services (CCBYS) | 117.25        |
| Illinois Youth Investment Program (IYIP)             | N/A           |
| Community Youth Services (CYS)                       | N/A           |
| Homeless Youth                                       | 117.25        |
| Redeploy   | N/A           |
| Teen REACH   | N/A           |
| Illinois Juvenile Justice Commission                 | N/A           |

Section IV.3 Average Score by Staff Level

| Staff Role         | Average Score |
|--------------------|---------------|
| Direct Service     | N/A           |
| Non-Direct Service | 117.50        |
| Supervisor         | N/A           |
| Director           | 122.00        |
| Senior Leadership  | 112.00        |

Section IV.4 Averages by Assessment Category

| Category  | Average Score |
|---|---------------|
| Organization Structure                                    | 1.81          |
| Policies and Procedures                                   | 1.78          |
| Supervisor Practice and Support                           | 1.94          |
| Staff Practice  | 1.88          |
| Leadership  | 1.60          |
| Training  | 1.38          |
| Cultural, Historical, Gender and Sexuality Responsiveness | 1.79          |

| Score     | Interpretation  |
|-----------|---|
| 0.00      | Item is not present or item is seen as not applicable to the organization.  |
| 0-1.00    | Item is practiced in some ways but largely absent from organization practice. This is an area to focus when seeking to strengthen trauma informed care. |
| 1.00      | Item is emerging.   |
| 1.00-2.00 | Item is practiced in many ways, but still not completely present within the organization's practice.  |
| 2.00      | Item is present.  |





### Capacity Building Assessment Tool for Organizations (CBAT-O) Trauma Sensitive Environment for Youth & Families Checklist Report

<Organization Name Here>

The following report shows the number of staff who agreed that each item is present at the physical location of the organization and/or where services are provided. The total number of staff who completed this assessment for <Org Name Here> is: <Total number of participants here>

| Category                | Item  | Count (# of staff who agreed) |
|-------------------------|---|-------------------------------|
| Welcome/ Reception Area | Welcoming/Reception staff has been trained regarding people with trauma.  |                               |
|                         | Everyone entering the office is greeted.  |                               |
|                         | Information taken from the youth and family is kept in confidence.  |                               |
|                         | The program practice is that staff be on-time with youth and families.  |                               |
|                         | Youth and families are greeted by staff using calm voice tones and appropriate eye contact.   |                               |
|                         | The welcome/reception area and program space reflects or takes into account the culture of the youth and families (i.e. resources in languages families speak, pictures with both males and females, etc.). |                               |
|                         | Those in the welcome/ reception area can see who is coming and going.   |                               |
|                         | The welcome/reception area has no blind spots.  |                               |

1

- Total number of participants
- Total number of individuals who agreed with each statement



- Includes staff comments per CBAT-O section
- Anonymous comments
- Every participating organization received a comments section report regardless of whether comments were left by participants
- It's important to note that if you observe repeated comments under each CBAT-O section, this is not a technical error. The duplications or identical comments occurred because individuals were instructed to write the same feedback/comments.



Capacity Building Assessment Tool for Organizations (CBAT-O) Comments Section

Agency Name

Section I.1 Organization Structure Score

|   |
|---|
| Organization utilizes a trauma-informed, evidence-based model to create programming.  |
| Organization has plans to sustain trauma-informed service delivery.   |
| Organization conducts or participates in a program evaluation regarding the use of trauma-informed practice at least once per year. |
| Training and/or experience with trauma-informed practices are considered in the new employee selection process                      |
| <b>Staff Comments:</b>  |

Section I.2 Policies and Procedures Score

|  |
|--|
| Job descriptions include performance measures that address the principals of trauma-informed care.   |
| Organization policy reflects an understanding of the impact of trauma and provides protocol for including this knowledge in daily decision-making.   |
| Organization policy requires that the annual program evaluation includes evaluating a trauma-informed delivery of service.                           |
| Organization has a consistent, trauma-informed, response to a youth's immediate crisis.  |
| Organization policy requires a protocol for addressing disruptive youth that does not utilize expulsion or involuntary termination from the program. |
| A policy is in place for staff to communicate with parents/caregivers when a youth is exhibiting signs of traumatic stress.                          |
| Organization policy includes procedures and a formal process for a youth and/or family   |

Any questions or thoughts?





## Trauma Informed Scores

Capacity Building Assessment Tool for Organizations (CBAT-O) is meant to measure organizations' trauma informed practices in seven different areas. The highest possible score is 136 points. A trauma informed score is considered a score of 102 points which is equal to a 75%.

\* Check page 2 of your report for this score \*



# Not Applicable Answer Choice

## NOT-APPLICABLE FAQ

### WHY WAS IT ADDED?

In implementing the "not applicable" option, our intention was to provide a more accurate representation of organizations' services by acknowledging areas that may not be applicable to certain providers or are not part of their organizational structure.

### IS IT AN OPTION FOR ALL CBAT-O QUESTIONS?

No. There are only a select amount of questions that offer the 'NA' answer choice. However, this is something that will be adapted and looked at for the coming fiscal years.

### WILL IT AFFECT MY OVERALL SCORE?

It's important to note that the "not applicable" option carries the same point value as "not present" within the scoring system. The inclusion of this option aims to differentiate sections where scores may be lower due to their lack of applicability to specific organizations, as indicated in the footnotes of each section. While we recognize that the "not present" and "not applicable" answer choices hold the same point value, the purpose of the footnote is to support in understanding and explaining the reasoning behind a lower scored section, and it is the responsibility of those reviewing the report to account for that.





# Understanding the Difference Between “Not Applicable” and “Not Present”

## “Not Applicable”

- Select **“Not Applicable”** when the practice, procedure, or service mentioned in the question does not exist in your organization at all. It means that your organization **doesn’t have** the particular system, policy, or service being asked about as part of your structure or offerings.
- For example, if the question is:  
**“Clinical staff use an evidence-based, trauma-informed screening and/or assessment tools for all clients.”**
- You would select **“Not Applicable”** if your organization **does not** use trauma-informed screening or assessment tools at all. In this case, the practice is simply not part of your organization's framework.

## “Not Present”

- Select **“Not Present”** when the practice or service **does exist** in your organization but **is not currently being observed or implemented** as expected. It means that the practice is part of your structure, but it’s not actively being followed or present in the way the assessment is asking about.
- For example, if the question is:  
**“Clinical staff use an evidence-based, trauma-informed screening and/or assessment tools for all clients.”**
  - You would select **“Not Present”** if your organization **has** trauma-informed screening tools in place, but **clinical staff are not currently using** these tools consistently or in the manner intended. The practice exists, but it is not observed or present in the organization’s day-to-day operations.



## CBAT-O Recommendations

As part of successful CBAT-O participation, all organizations are required to attend their recommended trainings.

- Please note that these recommendations are for all participants of the CBAT-O on behalf of your organization.
- Being and becoming trauma informed requires ongoing learning.
- All organizations are expected to attend *a* trauma in-person Learning Community.
- **March 11, 2025, 10:00am-12:00pm**
- **March 19, 2025, 10:00am-12:00pm**

# CBAT-O Learning Communities

**Tuesday, March 11**

10:00 AM - 12:00 PM

**Wednesday, March 19**

10:00 AM - 12:00 PM

ICoy's Trauma Initiatives Team has introduced a new in-person learning community aimed at supporting providers in integrating trauma-informed practices within their organizations. These learning communities will foster peer-to-peer learning among providers through roundtable discussions, small group interactions, and resource sharing sessions.

Structured around the 8 categories of the CBAT-O, the series will feature focus groups and facilitation to guide service providers in crafting strategic plans for trauma-informed implementation. Attendees will be encouraged to conduct a SWOT analysis to assess their organization's strengths, weaknesses, opportunities, and threats. Furthermore, the sessions will delve into ensuring the sustainability of these strategic plans by addressing crucial topics such as maintaining staff engagement, devising comprehensive education initiatives, and tackling issues like compassion fatigue and burnout.

*IDHS Virtual Learning Communities were created to complement the Capacity Building Assessment Tool for Organizations (CBAT-O). All IDHS funded organizations are expected to attend at least one Virtual Learning Community session.*



**Register at [icoyouth.org/upcoming-events](https://icoyouth.org/upcoming-events)**





## Next Steps Continued

Trauma Informed Care framework is a continuous journey, we must actively seek trainings and opportunities to continue improving.

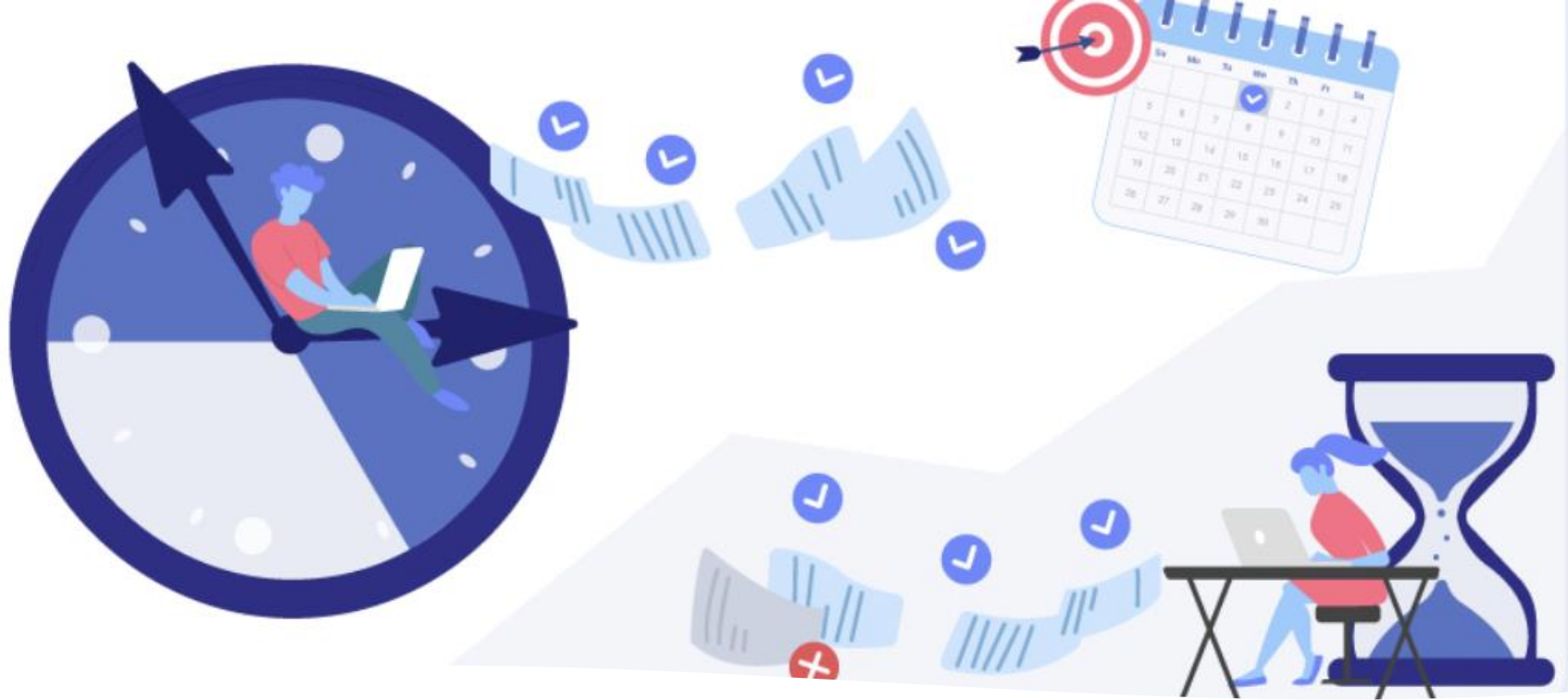
- Consider CBAT-O scores as part of a larger trajectory of internal growth.
- Reflect on CBAT-O Categories or specific questions to inform your agency's goals and directions.
- Compare previous years results, and identify trends, areas of success and areas of growth.



# Post-CBAT-O Next Steps

## CBAT-O Post-Assessment Guide

- Review the reports and results and share the outcomes with your staff and organization.
- Familiarize yourself with the CBAT-O as a Trauma-Informed Care Tool using the guide provided.
- Schedule a Technical Assistance session with ICOY's Trauma Initiatives Team to go over your results, ask questions, and plan your next steps.
- Register and participate in a live CBAT-O Final Report & Score Webinar (01/28/2025, 02/04/2025).
- Register to attend a CBAT-O Learning Community session in-person in March 2025, either in Central IL or Chicago (on 03/11/2025 or 03/19/2025).



# Trauma Team 1-1 Office Hours!

Wondering how to maintain momentum towards becoming a trauma informed organization? Not sure how to prepare for FY25 Trauma Trainings and CBAT-O? Need general support and not sure where to start? We have your back!

## **How To Prepare:**

1. Review your CBAT-O Report and identify needs
2. Brainstorm some questions and goals
3. Consider realistic capacity & internal allies

Any Questions, Thoughts, or Follow-Ups?





## Contact Information

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